
Tennessee Education Leadership Redesign Commission, Rules

The Background:

All schools need effective instructional leaders capable of leading the changes in curriculum and instruction that will result in higher levels of learning for all groups of students. Effective instructional leaders increase student achievement by guiding and supporting teachers while capably managing the school organization. They create a school culture of high expectations conducive to the success of all students.

Instructional leader preparation programs and local education agencies must work together to provide leadership candidates with the skills necessary to supervise, monitor, evaluate and support a professional staff. Instructional leaders must know how to develop dynamic leadership teams and share power, responsibility and ownership of the school mission. They must learn how to focus all school programs, procedures, and practices to support student learning. Effective instructional leaders need the support of mentor principals to learn how to be more involved in the community and understand the culture of the students. Effective instructional leaders must know how understanding diversity and respecting differences ensures the school climate is a place all students can attain academic success.

The Instructional Leadership Redesign Commission and its task forces have developed a learning-centered system for the selection, preparation, licensure, evaluation and professional growth of Tennessee's instructional leaders. Offered to the board on final reading are proposed rules to implement the new system.

The Master Plan Connection:

This item supports the State Board's *Master Plan* by providing for the development of effective school leaders. A new system of instructional leadership training, development, licensure and evaluation is essential to improving student learning. The proposed rules move the redesign from planning to implementation.

The Recommendation:

The Education Leadership Redesign Commission requests the proposed rules for implementation of the redesign be adopted on final reading. The SBE staff concurs with this recommendation.

Education Leadership Redesign Commission Proposed Rule Changes

Rule 0520-2-3-.01 Licensure, General Requirements is revised by deleting paragraphs (10) through (13) and by renumbering the remaining paragraphs.

Rule 0520-2-3 Teacher Education and Licensure is further revised by inserting a newly revised Rule 0520-2-3-.02 to read as follows:

0520-2-3-.02 Licensure, Instructional Leader Requirements

- 1) On September 15, 2009, current State Board of Education approval of all administrator or supervisor preparation programs will expire.
- 2) Beginning September 15, 2009, only programs initially approved or re-approved by the State Board of Education, according to the Board's Instructional Leadership Policy, will be eligible to prepare and recommend candidates for licensure as instructional leaders.
- 3) Beginning September 15, 2009, the two-tiered licensure system for school administrators and supervisors [Beginning Administrator License (BAL) and Professional Administrator License (PAL)] will be replaced with the following four-tiered instructional leader licensure system, further outlined in State Board policy:
 - a. Instructional Leadership License-Aspiring (ILL-A)
 - b. Instructional Leadership License-Beginning (ILL-B)
 - c. Instructional Leadership License-Professional (ILL-P)
 - d. Instructional Leadership License-Exemplary (ILL-E)
- 4) Instructional Leadership License-Aspiring (ILL-A). After September 15, 2009, a candidate admitted to a State Board approved instructional leadership program may receive an ILL-A if the following conditions are met:
 - a. License terms and responsibilities are specified in the LEA-preparation program partnership agreement
 - b. The candidate is recommended by the preparation program

An ILL-A is valid only while a candidate is enrolled and participating in an approved instructional leadership preparation program. The employment of an instructional leadership candidate with an ILL-A is not a guarantee of continued employment or job advancement, nor does it require an increased salary.

- 5) Beginning Administrator License (BAL). A State Board program approved to recommend licensure and/or endorsement in school administration and supervision prior to September 15, 2009 may continue to recommend program graduates or candidates enrolled prior to September 15, 2009 for a BAL.
 - a. Candidates who entered an administrator or supervisors preparation program prior to September 15, 2009, may complete that program or transition into an approved instructional leadership preparation program at the same institution and become eligible for a ILL-B.
 - b. Assistant principals, teaching principals, or dual assignment personnel with more than 50% of their responsibilities involved in instructional leadership hired before September 15, 2009, must hold a BAL or be enrolled in a State Board approved instructional leadership preparation program.
- 6) Instructional Leadership License-Beginner (ILL-B). After September 15, 2009, a candidate seeking initial licensure in instructional leadership must be recommended by a preparation program approved after September 15, 2009 as per State Board policy.
 - a. The ILL-B is valid for three (3) years of continuous employment as an instructional leader.
 - b. The ILL-B expires five (5) years after issuance if the candidate has not been employed as an instructional leader per State Board policy.
- (7) Instructional Leadership License-Professional (ILL-P). Those who hold a PAL license issued prior to September 15, 2009, may renew the PAL for one (1) additional five (5) year term per State Board policy.
- (8) After September 15, 2009, those who hold an ILL-B and have completed three (3) years of satisfactory employment as an instructional leader may receive a ILL-P if the candidate has met the requirements of the State Board of Education policy.
 - a. The ILL-P is valid for five (5) years of employment as an instructional leader.
 - b. The ILL-P is renewable per State Board policy.
- (9) Instructional Leadership License - Exemplar (ILL-E). After September 15, 2009, those who have held an ILL-P or PAL for at least two (2) years shall be eligible for the ILL-E if they meet the licensure requirements for an ILL-E, are recommended by the director of the employing school system and are approved by the State Department of Education appointed leadership council as per State Board policy.